



**Georgia Professional
Standards Commission**

Protecting Georgia's Higher Standard of Learning



GaPSC's Georgia Ethics Symposium

*Building School Cultures that Foster
Professional Decision-Making*

**Tuesday, August 28, 2018, 1:00pm-4:00pm
Wednesday, August 29, 2018, 8:30am-4:00pm**

**Held at Middle Georgia State University
Macon, GA**



Georgia Ethics Symposium

Building School Cultures that Foster Professional Decision-Making
 August 28-29, 2018

Schedule at a Glance

Day One, August 28th, 2018

7:30 a.m. - 8:30 a.m. Check In Pre-Function Area

STRAND ONE: A Focus on Investigations

1:00 p.m. - 1:10 p.m.	Greetings	Room 211 A,B,C
1:10 p.m. - 2:15 p.m.	Featured Presentation	Room 211 A,B,C
2:15 p.m. - 2:30 p.m.	Home Office Connection	
2:30 p.m. - 3:15 p.m.	General Session	Room 211 A,B,C
3:15 p.m. - 4:00 p.m.	General Session	Room 211 A,B,C

STRAND TWO: Special Workshop on Professional Decision-Making

1:00 p.m. - 1:10 p.m.	Greetings	Room 212
1:10 p.m. - 4:00 p.m.	Special Workshop	Room 212

Day Two, August 29th, 2018

7:30 a.m. - 8:30 a.m.	Check In	Pre-Function Area
8:30 a.m. - 9:00 a.m.	Greetings/Opening Session	Room 211 A,B,C
9:00 a.m. - 10:45 a.m.	General Session	Room 211 A,B,C
10:45 a.m. - 11:00 a.m.	Home Office Connection	
11:00 a.m. - 11:50 a.m.	Concurrent Sessions	Session Rooms
11:50 a.m. - 1:45 p.m.	Luncheon Session	Room 211 A,B,C
1:45 p.m. - 2:00 p.m.	Home Office Connection	
2:00 p.m. - 2:50 p.m.	Plenary Session	Room 211 A,B,C
2:50 p.m. - 3:00 p.m.	Break	
3:00 p.m. - 3:50 p.m.	Concurrent Sessions	Session Rooms
3:50 p.m. - 4:00 p.m.	Complete Summit Feedback	Session Rooms

**Please complete the electronic
 Georgia Ethics Symposium evaluation sent to your email.**



Georgia Ethics Symposium

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 August 28-29, 2018

AGENDA

Day One, August 28th, 2018

12:00 p.m. - 1:00 p.m. Check In Pre-Function Area

STRAND ONE: A Focus on Investigations

1:00 p.m. – 1:10 p.m. Greetings Room 211 A,B,C

Welcome:
 Paul Shaw, Division Director, Ethics
 Georgia Professional Standards Commission (GaPSC)

1:10 p.m. – 2:15 p.m. Featured Presentation Room 211 A,B,C

Presenter Introduction:
 Derrick Williams, Director of Human Resources, Gwinnett County Public Schools
Featured Presenter:
 Kim Granich, Special Agent, Federal Bureau of Investigation (FBI)
Presentation Title:
 FBI Interactions with Youth in School Systems

2:15 p.m. – 2:30 p.m. Home Office Connection

2:30 p.m. – 3:15 p.m. General Session Room 211 A,B,C

Session Title:
 Basic Investigations for School Systems
Session Description:
 Participants will learn the essential elements of a school system-level investigation. Topics will include responding to complaints, conducting interviews, identifying and documenting evidence, preparing investigative reports, and when to involve outside agencies.
Presenter:
 David Pumphrey, Chief Investigator, GaPSC

3:15 p.m. – 4:00 p.m.

General Session

Room 211 A,B,C

Session Title:

Conducting Investigations at the Local Level

Session Description:

Conducting investigations at the local level is challenging and complex work. Participants will learn more about one district's policy and process in responding to and investigating complaints, including lessons learned.

Presenters:

John Adams, Deputy Superintendent, Cobb County School District

Chris Dowd, Director of Employee Relations, Cobb County School District

STRAND TWO: Special Workshop on Professional Decision-Making

1:00 p.m. – 1:10 p.m.

Greetings

Room 212

Welcome:

Anne Marie Fenton, Director, Rules Management and Educator Assessment,
Georgia Professional Standards Commission (GaPSC)

1:10 p.m. – 4:00 p.m.

Special Workshop

Room 212

Workshop Title:

Placing an Intentional Focus on Ethics to Guide Professional Decision-Making

Description:

Educator Preparation Program Providers (EPPs) and P-12 School Districts and Schools can embrace the accountability and responsibility to ensure their pre-service candidates and in-service educators have knowledge and understanding not only of the Georgia Code of Ethics for Educators, but also of ethical principles to guide the many decisions they must make in this complex profession. The purpose of this workshop is to collaboratively explore strategies and resources aimed at an intentional focus on ethics and on instruction in ethical principles that foster safe learning environments and promote professional decision-making, including using the Model Code of Ethics for Educators (MCEE) as a guide.

Presenters:

Paul Shaw, Ethics Division Director, GaPSC

Anne Marie Fenton, Director, Rules Management and Educator Assessment, GaPSC

Phil Rogers, Executive Director,

National Association of State Directors of Teacher Education and Certification (NASDTEC)

Troy Hutchings, Senior Advisor-Educator Ethics, ETS

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Thank you for your participation today!**



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AGENDA

Day Two, August 29th, 2018

7:30 a.m. - 8:30 a.m. Check In Pre-Function Area

8:30 a.m. – 9:00 a.m. Greetings/Opening Session Room 211 A,B,C

Welcome:

Paul Shaw, Division Director, Ethics
Georgia Professional Standards Commission (GaPSC)

Anne Marie Fenton, Director, Rules Management and Educator Assessment, GaPSC

Speaker Introduction:

Curtis L. Jones, Jr., Superintendent, Bibb County School District

Greetings and Today's Purpose:

Kelly C. Henson, Executive Secretary, GaPSC

Presentation Title:

Building School Cultures that Foster Professional Decision-Making

9:00 a.m. – 10:45 a.m. General Session Room 211 A,B,C

Keynote Presenter and Panel Facilitator:

Frederick Lane, Author, Lecturer, and Educational Consultant, FrederickLane.com

Presentation Title:

Cybertraps for Educators: The Appropriate Use of Social Media

Panel Topic:

Appropriate Use of Social Media

Panelists:

Virgil Cole, Superintendent, Glynn County School System

Jennifer Caracciolo, Director of Public Information and Communication,
Forsyth County Schools

Octavius Mulligan, Principal, Tesnatee Gap Elementary, White County Schools

10:45 a.m. – 11:00 a.m. Break

11:00 a.m. – 11:50 a.m. Concurrent Sessions

Concurrent Session 1A: Room 211 A,B,C

Session Title:

Accountability & Defined Autonomy

Session Description:

How do you make ethics a part of what you and others do as a natural part of your day-to-day work? What is the relationship between ethics and accountability? During this session, hear how one school district is attempting to get everyone on board with a culture of accountability. Learn how it suggests that four simple phrases, containing eight simple words, can help everyone in the organization be more ethical and accountable.

Presenter:

Curtis L. Jones, Jr., Superintendent, Bibb County School District

Concurrent Session 1B: Room 212 (repeated at 3:00pm)

Session Title:

A Pre-Planning Session on Ethics Isn't Enough

Session Description:

Principals and Assistant Principals have the opportunity to shed the light on what matters most. If ethical behavior is important, why don't we talk about it more? In this session, we examine specific practices and strategies that you can do to promote a culture of ethics and professionalism at your school.

Presenter:

Mark Wilson, Leadership Coach, Teacher, Consultant,
The Education Leadership Group, LLC

Concurrent Session 1C: Room 227 (repeated at 3:00 pm)

Session Title:

How to Survive Unethical Behavior and Grow in the Process!

Session Description:

School culture is driven by the leaders, and maintained by the people in it! How to survive and grow when expectations aren't met and mistakes are made by the people you trust with our most precious resource.

Presenter:

Scott Justus, Assistant Superintendent, White County Schools, and GaPSC Ethics Chair

Concurrent Session 1D: Room 238 A,B (repeated at 3:00 pm)

Session Title:

APS: Moving Forward Through Prevention, Practice, and Policy

Session Description:

This session will focus on one district's emphasis on leadership and ethics as it moves forward from a large scale ethics crisis. Progress, lessons learned, and the impact on prevention, practice, and policy at the P-12 level will be discussed.

Presenters:

Skye Duckett, Chief Human Resources Officer, Atlanta Public Schools
Brittany Cunningham, Director, Testing and Assessment, Atlanta Public Schools

Concurrent Session 1E: Room 239

Session Title:

Preparing Leaders to Build Ethical Cultures: A Panel Discussion

Session Description:

Learn more about how state-approved Educator Preparation Providers (EPPs) are preparing their Educational Leadership candidates to be ethical leaders who are equipped to build school cultures that foster professional decision-making.

Panelists:

- Karen Bryant, EDAP Program Coordinator, Clinical Assistant Professor,
College of Education, Department of Lifelong Education, Administration and Policy,
University of Georgia
- Sheryl Cowart Moss, Coordinator for Advanced Leadership Programs,
Educational Policy Studies, Georgia State University, and
President, Georgia Educational Leadership Faculty Association (GELFA)
- Susan Proctor, GaTAPP Director, Director of Professional Learning,
Pioneer Regional Education Service Agency (RESA)
- N. Jean Walker, Assistant Professor, Educational Leadership, Tift College of Education,
Mercer University

11:50 a.m. – 1:45 p.m.

Luncheon Session

Room 211 A,B,C

Announcement: Troops to Teachers in Georgia

Windy Fortenberry, Assistant Division Director, Certification, GaPSC

Luncheon Session Topic:

Building Professional School Cultures through an Intentional Focus on Conduct and Ethics

Presenters:

- Paul Shaw, Division Director, Ethics, GaPSC
- Phillip Rogers, Executive Director,
National Association of State Directors of Teacher Education and Certification
(NASDTEC)
- Anne Marie Fenton, Director, Rules Management and Educator Assessment, GaPSC
- Troy Hutchings, Senior Advisor-Educator Ethics, ETS

1:45 p.m. – 2:00 p.m.

Break

2:00 p.m. – 2:50 p.m.

Plenary Session

Room 211 A,B,C

Speaker Introduction:

Leigh Ann Knowles, Principal, Dames Ferry Elementary, Jones County School System

Plenary Speaker:

Akil E. Ross, Sr., 2018 NASSP National Principal of the Year, and
Director of Secondary Education, District 5 of Lexington & Richland Counties,
South Carolina

Plenary Presentation:

Know Your Why: Aligning Mission with Actions

2:50pm – 3:00 p.m. Break

3:00 p.m. – 3:50 p.m. Concurrent Sessions

Concurrent Session 2A: Room 211 A,B,C

Session Title:

Building Ethical School Cultures: A “Focus on Ethics” Initiative

Session Description:

Participants will explore the critical role and responsibility of educational leaders to build ethical school cultures that include an intentional focus on ethics instruction, not only in the Georgia Code of Ethics for Educators, but also in ethical principles that guide decision making. Local school district superintendents, working with their RESA, will share emerging work on a collaborative “Focus on Ethics” initiative.

Session Presenters:

Paul Shaw, Division Director, Ethics, GaPSC

Anne Marie Fenton, Director, Rules Management and Educator Assessment, GaPSC

Tim Helms, Sr., Executive Director, Southwest Georgia RESA

Bronwyn Ragan-Martin, Superintendent, Early County School System

Kermit Gilliard, Superintendent, Grady County Schools

Floyd P. Fort, Superintendent, Pelham City Schools

Concurrent Session 2B: Room 212 (repeat from 11:00 a.m.)

Session Title:

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Session Description:

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Mark Wilson, Leadership Coach, Teacher, Consultant,

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Scott Justus, Assistant Superintendent,

White County Schools, and GaPSC Ethics Chair

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